

# SPACEMAKER

McClellan Air Force Base, Calif.

Sept. 16, 1999 Vol. 40, No. 38

## AT A GLANCE

### POW/MIA Day set for Friday

The local Chapter of the Air Force Sergeants Association is sponsoring a Prisoner of War/Missing in Action ceremony Friday at 10 a.m. in front of the Community Center.

Command Chief Master Sgt. Leonard Czepiel will be the guest speaker. Following the ceremony, there will be coffee and donuts in the McClellan Community Center compliments of the Air Force Sergeants Association Chapter.

### AFA banquet

The Air Force Association, Sacramento Chapter 116, is hosting an Exceptional Performer Awards Banquet Sept. 23 at 6 p.m. The event will be at the McClellan Community Center Ballroom. The cost is E1 - E7, \$15, E8 - E9 \$20, and all others \$25. For more information, call Capt. Jay Galbreath at 643-0077.

### Air Fest

Beale Air Force Base will host their last Air Fest of this millenium Saturday from 10 a.m. to 4 p.m. The air show will feature the U-2 Dragonlady, T-38 Talon, F-16 Falcon and the KC-135. For more information, call the Air Fest hotline at 634-8890.

### Women's clinic moves Monday

The Women's Health clinic is moving to the second floor, located between the Eye clinic and Physical Therapy. The clinic will be closed today and Friday and will reopen in their new location Monday. The phnoe numbers will remain the same. For more information, call 643-8326.

### Employment office has new hours

Effective Oct. 1, the Equal Employment Opportunity office will be open from 8 a.m. to 3 p.m. Monday through Thursday and 8 a.m. to 2 p.m. Friday. Counselors may be contacted at 643-3791. For more information, call 643-5161.

### Inside

Action Line	Page 2
Opinions	Page 3
Community	Page 4
FOCUS Center	Page 6
Health & Recreation	Page 7
News	Page 8



U.S. Air Force photo by Robin Jackson

### Random search

Special Agent Kris Shamloo, Air Force Office of Special Investigation, conducts a random search of a vehicle Friday at the Peacekeeper Gate, with the assistance of Technical Sgt. Francisco Guzman, 77th Security Forces Squadron. The OSI and security forces work hard at maintaining a relatively crime and drug free environment for all those working and living at McClellan Air Force Base. The wing's "zero tolerance" drug policy is clear. If someone decides to use drugs, they have put their career and future in grave jeopardy.

## DoD helps families cope

By Linda D. Kozaryn  
American Forces Press Service

**WASHINGTON (AFP)** — When service members deploy to world trouble spots, it's tough on the spouses and children they leave behind.

Toddlers don't understand why mom or dad has left; only that they're gone. Frequent separations are equally hard on spouses. Not only are they left to deal with the home front, they also fear for their loved ones' safety, since media coverage often features each deployment's dangerous realities.

As a result of the increasing level of military operations, defense officials want to better prepare service members and spouses for their intermittent role as single parents. Officials here say the unique challenges associated with separations may not be adequately addressed in parenting training offered at base family centers, chaplain and family advocacy programs and medical clinics.

DOD's Office of Family Policy, in partnership with the U.S. Department of Agriculture's Cooperative State Research, Education and Extension System, has launched a two-year, \$1.5 million initiative to develop military-specific parenting resources. The Air Force is the executive agent for the project.

The goal is to develop informational material that can be distributed in classrooms and via the Internet, telephone, flyers, audiotapes or other means. A conference Sept. 22 to 24 in Leesburg, Va., is scheduled to design material content. Military family members and family support program specialists will attend the hands-on working conference, aimed at meeting military parents' critical needs now and into the next decade.

"Demands on parents are greater than ever before," said an Air Force family advocacy program manager. Military

missions have changed since the Cold War ended, he said. "We've drawn down about a third, but demands are up about 40 percent."

Historically, the military has provided parenting classes, which have been helpful to the relatively small percentage of people who attend, the official said. The Healthy Parenting Initiative is designed to reach the larger percentage that doesn't attend and to make the information useful and accessible, he said.

The military has a wealth of material on parenting and on deployments, "but no one has ever pulled it all together," the official said. "We want to do a better job of providing this content in a wide range of formats to a high number of people in ways they can use it."



### Change of command

Lt. Col. James P. McCaw, Jr., succeeds Lt. Col. Robert P. Spracale as commander, 364th Recruiting Squadron during a change of command at the base flagpole Sept. 8. McCaw hales Air Force Recruiting Service from the Air University, Aerospace Basic Course, Maxwell Air Force Base, Ala. Spracale will be reassigned to the Air Force Inspection and Safety Agency at Kirtland Air Force Base, N.M.



# Action Line

643-3344, 77abw.actionline@mcclellan.af.mil

## SETA CLASS AVAILABILITY

**Q** This is an issue I think needs to be dealt with as quickly as possible. Time is running out very quickly for some of us.

The Sacramento Employment and Training Agency is encouraging those of us who have gotten RIF notices to take as many classes as we can before we are out the gate, especially the computer classes.

When we call to get signed up for these classes we hear that they are full. It would seem to me that anyone who has a RIF notice in hand should be given priority for these classes.

I would venture to guess that the greater percentage of people signed up for these classes right now have a year until they are out the gate. I would think they would only see it as fair to step aside for a few months to let those of us losing our jobs to get some very beneficial training. What do you think?

**A** Thank you for your inquiry regarding readjustment services for soon to be displaced McClellan employees. A dislocated worker project supported by funds provided by Job Training Partnership Act and the National Reserve Account Grant has been established to provide such services. The Sacramento Employment and Training Agency has been designated as project operator and is tasked to provide necessary retraining and/or basic readjustment services to eligible employees.

SETA offers a wide variety of services to the McClellan community such as Occupational Exploration I & II, job search workshops, one-on-one job search assistance, assessments, career transition counseling, small business training, on-the-job training, retraining enhancement training and much more.

Each McClellan employee is provided an informative packet during Occupational Exploration 1. This packet provides complete and comprehensive information regarding services and training available to each employee.

While it is not possible for the Education and Training Flight to give special priority to soon to be displaced employees, SETA does in fact give

special priority of service to those employees who meet certain criteria. Guidelines have been formulated to aid SETA in identifying dislocated workers who are "most in need" of the services offered. Judgement determination procedures utilized in identifying those customers who are "most in need" of SETA services involve staff usage of a point accumulation process.

Using this process, individuals accumulating the most points will be given the highest possible rating for receiving priority of service.

Judgment indicators for point calculations are predetermined and include a wide variety of circumstances with appropriate point value assigned to them. These point values are delin-

eated in a document utilized by SETA to determine level of need entitled Retraining Level of Need Indicators. Criteria such as employability of worker; need for retraining; possession of a mock RIF notice; possession of an actual RIF notice; elimination of household income etc.; are assigned pre-determined point values and are considered by the SETA case worker in determined Priority of Service for a given employee.

SETA is strongly committed to providing employment and training opportunities to those individuals who are most in need.

You are encouraged to contact the SETA office at 643-4654 to take advantage of the many opportunities available to you.



**Col. Charlie Cotter**  
77th Air Base Wing commander

Hi. I'm Col. Charlie Cotter and I am thrilled to have the honor of commanding the 77th ABW.

I value the opportunity to serve you, members of the McClellan community. The Action Line is your direct link to focus my attention on something you feel I should know. It may be used to highlight an area where you have received exceptional service. The Action Line is also your means to tell me about a challenge or issue that you have not been able to resolve. Certainly, it is

best to first try to resolve the issue with the responsible agency, since ultimately that is where the issue will get fixed. Another means to address a problem is through your chain of command.

But, if neither of these approaches resolves the issue to your satisfaction, let me know in your Action Line call what the challenge is and how you think it could be resolved to your satisfaction. I look forward to serving all members of the McClellan community.

## Action Line

643-3344  
Action Line  
77 ABW/CC  
5241 Arnold Ave.  
McClellan AFB, CA  
95652-1086

[77abw.actionline@mcclellan.af.mil](mailto:77abw.actionline@mcclellan.af.mil)

## Base Phone Numbers

AAFES.....	920-0537
Civilian Pay.....	643-6727
Civil Engineering.....	643-5624
Civilian Personnel.....	643-5838
Commissary.....	643-4954
Base Police.....	643-6161
Dining Hall.....	643-5092
Family Support.....	643-1106
Focus Center #1.....	643-5661
Fraud, Waste & Abuse.....	643-6000
Housing.....	643-6221
Legal.....	643-3150
Lodging.....	643-6223
Medical Appointments.....	643-8400
After Hours.....	643-7212
TRICARE Service Center.....	(800) 242-6788
Military Pay.....	643-6965
Military Personnel.....	643-1094
Public Affairs.....	643-6127
Retiree Activities.....	643-2207
Security Forces.....	643-6160
Services.....	643-6660
Military Equal Opportunity.....	643-3322
Base Fuel.....	643-5213
Uniform Questions.....	643-4051



### Air Force Vision

*"Air Force people building the world's most respected air and space force ... global power and reach for America"*

### Air Force Materiel Command Vision

*"Quality Systems for America's Air Force"*

### Sacramento Air Logistics Center Vision

*"Completing the mission of McClellan AFB with professionalism and honor"*

## SPACEMAKER

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# Unprofessional relationships deter mission



**F Y I G**

From Your Inspector General

**Col. Michael F. Turner**  
Inspector General

Retired Army Maj. Gen. David Hale was recently demoted to a one-star brigadier general by the Secretary of the Army, which means a loss in his annual pension of about \$9,000 a year.

While on active duty, he apparently was involved in several unprofessional sexual relationships involving the wives of four of his subordinates. The Army showed it would not look the other way or employ a double standard when senior officers are involved in sexual misconduct.

Earlier this year, a captain from Travis Air Force Base was court-martialed and dismissed from the Air Force for fraternization with two enlisted women and for disobeying the orders of his commander to terminate the relationships. The captain, a father of five, divorced his wife to marry one of the women, one of whom had even been in his own squadron!

This year the Air Force has published a newly revised Air Force Instruction 36-2909 Professional and Unprofessional Relationships, dated May 1, 1999. The base judge advocate can assist commanders and directors in interpreting and applying this instruction. The JA has also asked that all personnel be briefed on this topic since it is an annual requirement.

Although AFI 36-2909 is directed to active duty, Air National Guard, and USAF Reserve personnel, an unprofessional relationship can also involve any employee on the base. The instruction also refers to a new category of employees we are seeing more and more of—government contractor personnel.

Unprofessional relationships can occur between any Air Force or government contractor employees and military individuals. They include on or off duty relationships which create the appearance of favoritism or misuse of position, or which have an adverse effect on morale, discipline and respect for authority.

The main emphasis of the AF instruction is on fraternization, which is a personal, unprofessional relationship between an officer and enlisted member.

If a colonel dates a captain, that is not fraternization (but it would be unprofessional if the colonel wrote the captain's performance report or if one of them was married). The main concern is that a personal relationship not prejudice or harm morale, the good order and discipline of the service, or unit cohesion.

All the services have been directed by DoD to implement uniform rules in all the service branches in which any fraternizing of enlisted and officers is unacceptable, including if they belong to different branches of the military. However, a congressionally appointed commission on military training and gender issues released a report in August in which they unanimously recommended allowing services to retain service-specific prerogatives in fraternization cases.

Specific prohibitions outlined by the Air Force include: (1) Officers will not gamble with enlisted members; (2) Officers will not lend to or borrow money from enlisted members; (3) Officers will not date or engage in sexual relations with enlisted members; (4) Officers will not share living accommodations with enlisted members; and (5) Officers will not engage enlisted members in commercial solicitations or business enterprises.

In addition, new emphasis has been included in the revised regulation to restrict intimate relationships between recruiters and recruits, training staff and trainees, and faculty and students in Professional Military Education courses. Recruiters,

trainers, and faculty are expected to follow the same rules with their trainees or students (and their immediate family members) as officers and enlisted follow under the rules on fraternization. Similar conduct applies to chaplains, mental health doctors, and legal officers who have clients that depend on them.

Besides fraternization, some of the more publicized cases have involved charges of adultery, lying and disobeying an order. Military members who are truthful and cooperate with their commanders demonstrate a greater willingness to correct unprofessional behavior. Lying and making false statements can lead to more serious charges under Articles 107 and 134, UCMJ.

I am amazed that military members who were lawfully ordered to cease an unprofessional relationship, blatantly disobeyed and then complained when punitive actions were taken.

The Chief of Staff of the Air Force has made it clear that unprofessional relationships can cause favoritism and degrade respect for authority. Our top leaders point out that the best ways for commanders and supervisors to prevent fraternization and unprofessional relationships are through training and leading by example consistent with our core values of integrity, service before self and excellence in all we do.

Commanders have a wide range of responses to violations. In the past, some commanders may have felt court-martial was the preferred response. The instruction states that a court-martial is not appropriate except in aggravated cases with serious implications for the Air Force. Commanders should use good judgment in dealing with each case in a way that is proportionate to the offense.

Air Force members should study the latest guidelines and apply them in the context of our core values.

Ignorance of the rules and regulations is not a sufficient excuse to avoid the consequences of unprofessional conduct.

## LI leaves behind legacy of quality, improvements

**Commentary by Jim Ward**

Avionics/Instruments division chief

At the end of fiscal year 1999, the Commodities Directorate will cease to exist. People who have been associated with McClellan during the past 10 years or so all agree that there has been no other directorate that has come close to matching the success of LI in terms of production, profit and customer focus. With this in mind, one might ask, "What were the ingredients that led to this success?" Looking back at the history of LI, we will see that this was no accident.

There are two primary areas that management has a chance to focus on—the mission and the people. LI was no exception. In the 1970's, those associated with the three primary workloads (hydraulics, ground generators, and avionics) began to make changes that improved customer support.

For example, because parts had always been a problem, many new programs were implemented to improve parts support. Along with these improvements, new facilities were carefully planned, justified and con-

structed. In the early 1990's, everything seemed to be coming together. LI now had a mature, experienced and highly trained workforce and facilities that were world-class and uniquely constructed to fit the workload. In summary, just about everything that you needed on the mission side of the equation.

The LI management team was not satisfied. They wanted to improve the people side of the equation. They started new programs to emphasize the involvement of the workers. A Total Quality Management program was born. Facilitators were trained, classes were established, teams were formed, and thus the beginning of the empowerment of the workforce was initiated.

Many studies show that the implementation of TQM takes about five to seven years. However, by 1993 TQM began to take hold. Employees had a bigger say in the day-to-day operation. Morale dramatically improved. More importantly, employees began to show strong evidence of ownership. Although morale, efficiency and profits improved, the proof that TQM was firmly entrenched

came at the announcement of closure in 1994.

To the surprise of everyone, morale remained high, profits continued to grow, and customer focus was still the top priority of the workers. And it remained until the last piece of tooling was taken from the technician's hand, placed in a box, and sent to Ogden. It's been said that we need to learn from our experiences. The success of the LI directorate is something that we need to be proud of. But the reasons for success are even more important.

Historically, decisions affecting the product were in the domain of management. Workers were not expected to understand the big picture and were even discouraged from trying. By emphasizing empowerment, LI management began to listen to the employees. And employees listened to their customers as they focused upon their needs. Teams were established.

At the height of the TQM program, there were 55 teams in the LI directorate as well as directorate and division employee forums. The teams focused on their processes, interfaced with suppliers and made visits to cus-

tomers in the field. A Pareto analysis was used to review the workload and a seven-step approach was used to review and improve the process. An "All Star" award was established so the employees themselves could recognize their peers.

This explains why, five years after the closure announcement, the employees still had high morale, their productivity rate exceeded 100 percent, their "on-time" deliveries exceeded 97 percent, and MICAP and surge items for Kosovo were produced ahead of time and exceeded customer expectations. This high rate of production took place as shops were being torn down and packed up for the move to Ogden.

For many employees, TQM will not end with the closure of LI. By participating in this process, employees are more confident, have higher self-esteem and now have more to offer to their future employer. As noted by Frank Mason, a past deputy director of LI, "quality not only improves processes, it improves people."

In summary, good ideas don't guarantee success, but believing in people definitely increases your chances.



# Preparations underway for Defender Challenge

*McClellan SFs ready to win annual competition*

**By Jennifer Vargas**  
Staff Writer

Two members of the 77th Security Forces Squadron here will brave a hail of gunfire and simulated explosions over the next few weeks, as they compete for "best of the best" bragging rights at the Air Force Security Force's Defender Challenge '99 competition at Lackland AFB, Texas.

The security forces competition will pit Airmen 1st Class Rodney Derzon and Airmen 1st Class Robert Pelfrey against teams from throughout the command said Chief Master Sgt. Kenneth Fears, team trainer.

"I'm incredibly proud of these two young airmen," said Col. Charles Cotter, 77th Air Base Wing Commander. "They've proven that great strength and determination will take you above and beyond — I know they'll do us proud at the final competition of Defender Challenge."

The two SF members were chosen among the other elite Air Force Materiel Command security forcemen to compete against all the major commands in the Air Force.

They vied for the slots during the first portion of the Defender Challenge

where teams from all AFMC bases competed, including four other members from McClellan.

The command then chose 15 members to train as representatives next month, at Eglin Air Force Base, Fla., for the final competition of Defender Challenge to be held Nov. 1-7 at Lackland. Only 10 of the command representatives will make the final cut.

"There's a lot at stake," Fears said. "The best people are chosen to represent the command at the annual competition, and we want to make McClellan proud."

In preparation for the competition, the team spent the last three weeks in a grueling training regimen led by Fears and Staff Sgt. Doug Larsen, team captain.

"The initial training was designed

to increase their physical limits, focus their concentration and sharpen, previously taught to everyone, war fighting skills," said Fears. "We spent time each day running, lifting, climbing, shooting, working on tactics, handling the equipment of our trades and then running some more."

In addition to preparing the team for the physical challenges that lie ahead, the training also identified areas of improvement in our overall unit

training as well as showed members things about themselves, according to Derzon.

"I've learned that no matter how exhausted I get, if I dig deep enough, I can still find that last bit of energy to get me through — and you can never learn enough tactics," he said. According to Fears, that attitude will be essential for the

their success.

"Attitude and focus makes all the difference in competitions like Defender Challenge," he said. "You have to know what you're capable of, be willing to stretch the extra distance and when each event ends, you put it behind you and focus on the next."

**"They're absolutely ready to go," said Fears, who offered some last words of advice to the team... "Find comfort with your place in life, and just remember, winners do what losers don't want to do."**

**--Chief Master Sgt. Kenneth Fears**

## Air Force crime busters seek to stop internet offenders

**WASHINGTON (AFPN)** — The Internet has the potential to enrich quality of life and increase standards of living. However, as with many opportunities, this one is also fraught with peril, according to officials at the Air Force Office of Special Investigations.

"The first step in defending yourself and loved ones on the 'information superhighway' is an understanding of the threat," said Lt. Col. Anne Burtt, AFOSI special operations division director. "Just as in street crime, law enforcement folks can't be everywhere at once on the net."

Threats on the Internet get harder to catch as "traffic violations" on the information superhighway expand with the growing number of computer users.

Although computer and telecom-

### ■ *OSI says computer crimes growing*

munications crimes — hacking, data mischief, theft and copyright violations — haven't changed, the methods of threats and crimes have. Internet access, for one, is wreaking havoc for Defense Department systems according to AFOSI officials.

Most DoD computers are configured in a local area network and access to one part of the system would give a hacker total access to the network. This makes it easier for a hacker to disrupt a single computer or the entire network, according to Burtt. She said certain hacker programs have been developed to run on a Windows NT platform and, if installed with certain plug-ins, are nearly impossible to detect.

Home computers are also at risk.

Most neighborhood cable networking systems look like one big, local area network. A hacker could gain full access into this system, Burtt said.

"This access allows the hacker to read the contents of the hard drive, add and delete files, and more," she said.

Since cable modem access lines are considered "always on," a higher risk of infiltration occurs. The most common way hackers contaminate a user's computer is by electronic mail.

Mail bombs, password sniffers and spoofing are tools used to invade, destroy and retrieve information. Bombing shuts down a system by flooding a user's mailbox with mes-

As the individuals prepare to leave for Utah and train at a higher elevation with the representatives from Hill AFB, a positive attitude is not in short supply throughout the organization.

"We've had a lot of training opportunities other base teams haven't considering our access to our own training facilities," said Fears. "Various skilled members in the unit lent their expertise and years of experience in the hands-on training of the entire team." Now these two are in an even more intense regime—at the firing range, obstacle course and tactical areas—it should give us an edge."

"We are leaving no stones unturned, that is why our Commander, Maj. John P. Brooker, has chosen to send the team to Hill to round out their training," said Fears.

The Hill team, who also has great facilities, did quite well at the command competition and offered the McClellan members an open invite to train with their remaining team members, according to Fears.

"We will also use that edge to our advantage as we prepare to compete in fitness, handgun, combat rifle, and various other weapons, individual and team events.

"They're absolutely ready to go," said Fears, who offered some last words of advice to the team... "Find comfort with your place in life, and just remember, winners do what losers don't want to do."

sages; sniffing records and monitors names logged in, which then can be used to impersonate authorized users. Spoofers disguise one computer to electronically resemble another computer to gain access to a restricted system.

Also, deceptive programs like Trojan horses and worms and viruses cause malicious computer acts.

Regardless of the infiltration method used, Burtt said there are specific actions individuals can take to provide the best defense against computer crimes and threats:

— Do not leave a computer unattended for long periods of time;

— Be sensible about opening e-mail attachments — make sure you know who is sending the email and ensure anti-virus software is update;

*See Computer, page 5*

## NEWSBRIEFS

### Retiree Appreciation Day

McClellan Air Force Base will sponsor 'Retiree Appreciation Day 99' Sept. 25. The event is open to all military retirees and their families.

The morning session will begin at 9 a.m. at the base theater. Topics include base closure updates, information on the commissary and base exchange, current legislative issues affecting retirees, legal and survivor benefits information. At noon, the program will shift to Rafferty Hall where medical screenings will

be available as well as information booths from more than 20 organizations.

Lunch will be provided and door prizes will be given away. In addition to the 24-hour Peacekeeper Gate, James Gate will be open for incoming traffic from 7:30-9:30 a.m.

For more information, call retired Chief Master Sgt. George Moses, at 643-4011.

### Thrift Shop Opens

The McClellan Thrift Shop, operated and managed by the Air Force Sergeants Association Auxiliary, Chapter 1322A, re-opens its doors 9 a.m.

Wednesday in Bldg. 1370 on the corner of Dudley Boulevard and Luce Avenue.

The Thrift Shop operates the same as it did previously, with relatively few changes.

For those who like to shop and want one-of-a-kind items, brand names priced from \$1.25 to \$200 — try the thriftshop. The thrift shop is open to those who have access to the base.

Hours of operation are Wednesday from 9 a.m. to 2 p.m. with the consignment desk closing at 1 p.m.; Thursday from 2 p.m. to 6 p.m. with the consignment desk closing at 5 p.m.

# McClellan Crimebeat “captures” daily incidents

The following incidents were selected directly from the 77th Security Forces Squadron daily police blotters.

## AUG. 6

■ A reserve military member was detained at Peacekeeper Gate for suspected driving under the influence of alcohol. He was apprehended, transported to the law enforcement desk. His driving privileges were suspended. He was cited in Federal Magistrate Court and released.

## AUG. 9

■ An active duty member was detained at Peacekeeper Gate for breaking commander-imposed restriction and underage drinking. The individual was transported to the law enforcement desk for further processing. The individual was released to his first sergeant. Commander action pending.

## AUG. 11

■ An Army member turned himself in for de-

sertion at the law enforcement desk. Contact was made with appropriate Army personnel who confirmed his status. The member was issued a provisional pass and transported to billeting until transfer arrangements could be made. The member returned to his unit the following day to face desertion charges.

■ The wife of an active duty member reported an attempted break-in to her residence in Capehart Housing. Contact was made with the Sacramento Sheriff's Office who dispatched a unit to respond. Investigation pending.

■ Fire department and security forces personnel were dispatched to Dormitory 942 for a small electrical fire. The kitchen area sustained minor damages. Fire Protection investigation pending.

## AUG. 14

■ Sacramento Sheriff's Office and security forces patrolmen responded to Capehart Housing for a report of a domestic altercation. An active duty Marine Corps member was apprehended by civil authorities and taken into custody. Investigation pending.

■ The wife of an active duty member reported a loose canine in the vicinity of Capehart Housing. Contact was made with the Sacramento County Animal Control who dispatched a unit to respond. The canine was immediately removed from the housing area.

## AUG. 20

■ The wife of a retired military member was

detained for shoplifting at the Base Exchange. Her shopping privileges were suspended for six months

## AUG. 22

■ The son of an active duty member was detained at Navaho Gate for unlawful entry onto the installation. Further investigation revealed the individual is currently barred from the installation for a period of one year. The individual was cited in Federal Magistrate's court, briefed on base barmment policies and procedures and released.

■ Medical and fire department personnel responded at Bldg. 1069 to treat a civilian employee who was experiencing abdominal pain. The individual was immediately transported to Mercy San Juan Hospital for medical screening and treatment.

## AUG. 24

■ Security Forces patrolmen responded at pass and registration for a verbal altercation between two civilian employees. Upon arrival, one civilian was escorted off the installation due to termination of employment. No further action taken.

## AUG. 26

■ An active duty member reported damages to her vehicle in the parking lot of Bldg. 949. Investigation revealed a weed cutting machine operated by a Pride Industry employee caused the damage. Investigation pending.

*Information compiled by Senior Airman Lisa Baylis, 77th Security Forces Squadron.*

## DID YOU KNOW?

The driver of a vehicle shall bring the vehicle to a stop immediately before passing any schoolbus, equipped with a flashing red light signal or stop signal arm, that is stopped for the purpose of loading or unloading schoolchildren, and shall not proceed past the bus until the flashing lights cease operation. [Reference CA Vehicle Code 22454(a)]

## Chief of Staff survey moved

RANDOLPH AIR FORCE BASE, Texas (AFPN) — Officials Sept. 8 moved the start date for the Chief of Staff Survey from Sept. 15 to Sept. 30 to allow users greater access to information.

The change was made to ensure the anticipated changes to pay, bonuses and retirement currently under consideration by Congress for fiscal 2000 are available before the survey starts, according to a CSAF Survey team official.

“The CSAF wants to hold the survey start date until Sept. 30 so that he can make more informed decisions for the men and women of our great Air Force,” said Capt. Scott Hopkins, a member of the CSAF Survey team. “This baseline data will provide us critical feedback as we prepare to voice your issues during the coming year.”

The 1999 Air Force Chief of Staff Survey is a multifaceted poll to gain understanding of quality of life and organizational climate issues.

The Air Force conducted a similar survey in 1997 and more than 206,000 airmen and civilians responded. This year's survey asks 127 questions.

The quality-of-life portion of the survey addresses base-level community and educational programs, personnel tempo, compensation, medical care, housing and retirement programs.

The organizational climate portion asks questions about core values, job characteristics, unit resources and more.

A comprehensive World Wide Web site will allow users to complete the survey online.

The site is secure and allows users to remain anonymous throughout the process, according to Hopkins, one of the chief architects behind creating the technology for the massive polling effort for the CSAF Survey team. There's also a complete body of information, including images, articles and briefing files available to read. The address is: <http://csafsurvey.randolph.af.mil>.

## Extensions only temporary say officials

In June, the need to retain a limited number of employees beyond the scheduled Sept. 30, 1999 departure was announced. All employees who received a RIF separation notice or had an approved VSIP based on optional retirement or resignation were eligible to volunteer for an extension to their separation date and selection for the extensions was based on mission needs.

A total of 405 employees were eligible to apply for the extensions, 158 offers were extended and 138 accepted the extensions.

Although the extensions will temporarily prolong the employee's tenure at McClellan, it should not be

viewed as an ongoing opportunity for continued employment.

The base is closing and most likely will not be extended further. Therefore, the time to seek permanent, continued employment is now.

Several employees have declined permanent job offers through the priority placement program after receiving short-term RIF extensions, which was their one and only opportunity for placement through PPP.

Employees are encouraged to discuss all options with their supervisors or DPC representatives prior to declining any permanent job offer in lieu of a temporary extension being offered. (Submitted by Civilian Personnel.)

## Sexual harassment hotline available

The Air Force Personnel Center, Randolph Air Force Base, Texas, operates the sexual harassment hotline, which is set up to receive forms of discrimination inquiries. A representative answers calls and forwards the caller to a military equal opportunity counselor. Counselors ensure callers understand the avenues available to them and also ensure concerns are channeled to the proper authority. An after-hours counselor is available in emergency situations. The Air Force has zero tolerance for sexual harassment or discrimination.

**1-800-558-1404**

or DSN 665-2949 or commercial (210) 565-2949

## Computer Continued from Page 4

- Know and change passwords frequently;
- Shut down a computer system when not in use.

Taking precautions when using e-mail applies off duty as well as on duty. Chat rooms, scams and fraud all exist on the Internet, leading service members, government employees and family members down a vulnerable path to financial theft, in-

jury and personal danger.

“Whether you are exchanging e-mails or using a chat room, people can pretend to be what they are not,” Burt said.

“Adult males have been known to portray themselves as young boys or girls, often in an attempt to get their new ‘pen pal’ to divulge personal details, such as age, gender, likes and dislikes, as well as more private information of a sexual nature.

It is a well-known tactic of pedophiles to attempt to set up a ‘meet’ with their new cyberfriend that allows them to perpetrate further illegal acts,” said Burt.

According to the colonel, each individual must take responsibility for his or her own safety and security.

“With knowledge, cooperation and a little common sense,” she said, “the Internet can be safe and secure for users of all ages.”

# One day at a time eases coast-to-coast relocation

Brian Meredith has followed a basic philosophy since he made the difficult decision to transfer from Sacramento Air Logistics Center to Tobyhanna.

“One day at a time and a positive attitude,” explained Meredith, an industrial engineering technician. That approach has enabled Meredith and his family to survive the stress of their transcontinental move last summer.

The transfer was a difficult choice for the Merediths, but one he believed necessary to continue his 18-year federal career. “Yes, it’s been difficult, especially dealing with some of the questions you cannot answer until you get here.” Questions such as:



Brian and Janet Meredith are adjusting to their new home quite nicely.

Would the children like it? How badly would they miss their friends? Could they adjust moving from an urban to more rural setting? How tough would the winter months be?

Meredith admitted hearing horror stories about the weather and some negative statements about the people. “Well, last winter wasn’t bad, and the people here have been great in making us feel welcome,” he noted.

“Certainly, this area is not the same as California, and, yes, we miss our home and friends. But I came with an open mind and the determination to give it time to work,” he stated.

A new work environment also has helped. “You can’t beat the working conditions or the attitude of the Tobyhanna people with whom I work. With McClellan going through the closure process, losing people and missions, there just wasn’t as much work to do. Here, there is the hustle-bustle of an active depot,” Meredith explained. “It’s great to be busy.”

He had worked at the Air Force facility since 1981, six years after emigrating from his native England. Currently, the 52-year-old Meredith is working on the transition of electro-optic/night vision systems from SM-ALC to TYAD.

Meredith speaks regularly with other McClellan personnel planning to transfer to Tobyhanna. They are asking the same question which the Merediths faced a year ago. “They have questions about the administrative requirements for the move, as well as questions about state and local taxes, schools and places to live. Weather and commuting also are important considerations,” he notes.

“We knew nothing at all about this region of the country. We listened to the presentations by depot and chamber of commerce representatives when they visited McClellan. They were very positive, but you weren’t really sure if it was all true. But really, our move went very smoothly. We sold our home in two days, and we started the purchase of our home in Mt. Pocono a few days after our househunting trip.

Janet Meredith, his wife, says personnel at both installations eased the doubts surrounding the transcontinental move. “Truthfully, if we were missing any information, it was because we didn’t ask the question. Between McClellan and Tobyhanna, all of our questions and concerns were addressed, and we thank them for that.” Driving on snow,

something Janet had never done before, also proved less daunting than she expected.

Approaching the one-year mark in their new home, the Merediths continue to rely on their common sense approach: “Take it one day at a time and it will work out.”(Submitted by Keviin Tookan, Public Affairs Officer, Tobyhanna Army Depot.)

Closure Corner

FACILITIES VACATE PROCESS INFORMATION:

Walk-through brief

First Tuesday every month, 2:30 p.m., Bldg. 200, Room 129, FM Conference Room

Project officer

Jan Miller, CLC, 643-3286, Ext. 234

Sept. 30

Bldg. 269 C - Logistics Training

Bldg. 315 - BOI Petrol Ops

Bldg. 321 - BOI Jet Fuel Storage

Bldg. 322 - BOI Jet Fuel Storage

Bldg. 323 - BOI Vehicle Maintenance

Bldg. 376 - BOI Vehicle Fuel

Bldg. 251/3 - Program Control

361 work days left

## FOCUS Center Jobs

This section contains some of the job announcements available at the McClellan FOCUS Centers. For additional information, contact one of the FOCUS Centers: #1, 643-5661 or #3, 643-6808. FOCUS #1 is open until 7 p.m Thursdays.

**Position:** Transportation Clerk (OA) GS-2102-05/05

**Annc#:** VA-06-MG-99

**Close:** Sept. 30

**Location:** Concord, CA

**Agency:** Army, Military Traffic Management Command

**POC:** Maria Gutsfeld (510) 466-3072

**Remarks:** Copies of the vacancy announcement are available in the FOCUS Centers. Review the announcement and contact the agency for KSA's and/or additional information.

**Position:** Voucher Examiner GS-540-05/06

**Annc#:** R5NP-078-99

**Close:** Sept. 27

**Location:** Willows, CA

**Agency:** USDA, Forest Service

**POC:** Personnel Operations (530) 934-3316

**Remarks:** Copies of the vacancy announcement are available in the FOCUS Centers. Review the announcement and contact the agency for KSA's and/or additional information.

**Position:** Secretary (Office Automation)

**Annc#:** EAFB-99-083

**Close:** Oct. 1

**Location:** Edwards AFB, CA

**Agency:** Air Force Material Command.

**POC:** Customer Service (661) 277-3840

**Remarks:** Copies of the vacancy announcement are available in the FOCUS Centers. Review the announcement and contact the agency for KSA's and/or additional information.

**Position:** Engineering Equipment Operator

**Annc#:** FWSI-99-207

**Close:** Sept. 30

**Location:** Los Banos, CA

**Agency:** Interior, U.S. Fish and Wildlife

**POC:** Personnel Staff (530) 231-6136

**Remarks:** Copies of the vacancy announcement are available in the FOCUS Centers. Review the announcement and contact the agency for KSA's and/or additional information.

### NON-FEDERAL

**Position:** Tax Technician 1

**Salary:** \$1857-2,256 per month

**Close:** Continuous Filing

**Location:** Sacramento, CA

**Agency:** CA Board OF Equalization

**POC:** (916) 324-4807

**Remarks:** Copies of the vacancy announcement are available in the FOCUS Centers. Review the announcement and contact the agency for KSA's and/or additional information.

mation.

**Position:** Personnel Technician

**Salary:** \$2,399-2,915

**Close:** Sept. 29

**Location:** El Dorado County

**POC:** (530) 621-5565

**Remarks:** Copies of the vacancy announcement are available in the FOCUS Centers. Review the announcement and contact the agency for KSA's and/or additional information.

**Position:** Customer Service I M&C

**Location:** El Dorado Hills/Ranch Cordova, CA

**Close:** Until Filled

**Agency:** USCS International

**POC:** Human Resource Office (916) 939-5451

**Remarks:** Copies of the vacancy announcement are available in the FOCUS Centers. Review the announcement and contact the agency for KSA's and/or additional information.

**Position:** Administrative Assistant 11

**Location:** El Dorado Hills/Rancho Cordova, CA

**Close:** Until Filled

**Agency:** USCS International

**POC:** Human Resource Office (916) 939-5451

**Remarks:** Copies of the vacancy announcement are available in the

## Sacramento County open house

The Civilian Personnel FOCUS Centers are sponsoring an Open House for Sacramento County Tuesday from 8 a.m. to 2 p.m. in FOCUS Center 1, Bldg. 9.

Sacramento County is recruiting for approximately 1,200 clerical, technical, and professional vacancies and anticipated vacancies.

Resumes will be used on the spot. Some to fill immediate vacancies, some to replenish their applicant supply pool.

Copies of announcements should be available in the FOCUS Centers by today.

To inquire about announcement copies, call 643-5661 or 643-6808.

The event is open to all McClellan employees, civilian and military. No appointment is necessary, but you may call 643-5661 for additional information. Administrative leave is not approved for this function.

FOCUS Centers. Review the announcement and contact the agency for KSA's and/or additional information.





## Movies

**Movies start at 7 p.m. , unless otherwise noted, in Bldg. 1417.**

**Mystery Men** - Friday and Saturday  
*Starring: Ben Stiller, Hank Azaria and William H. Macy*

Based on the Dark Horse comic, Mystery Men. Seven lame superhero wannabes, who are called upon to use their dubious "powers" to save a bustling metropolis when Champion City's beloved real superhero-protector, Captain Amazing, is kidnapped. (*Rated PG-13 for comic action violence and crude humor.*)

**Iron Giant** - Saturday and Sunday, 4 p.m.

*Starring: Jennifer Aniston and Christopher McDonald*

"Iron Giant" is based upon the 1968 story, 'Iron Man,' by the British poet laureate Ted Hughes. The film is about a giant metal machine that drops from the sky and frightens a small town in Maine in 1958. (*Rated PG for fantasy action and mild language.*)

**Detroit Rock City** - Sunday

*Starring: Edward Furlong, Gene Simmons and Paul Stanley.*

Set in 1978, Detroit Rock City follows four teenagers who embark on a wild adventure to attend a KISS concert. Driven by their unwavering passion to experience their favorite legendary rock group live, the teens will stop at nothing to scam their way into the sold-out show. (*Rated R for strong language, drug use and sex-related content.*)

## Youth Center

■ **Today:** Open recreation, 2-7 p.m.; open gym, 2-3 p.m. and 4:15-7 p.m.; snack bar, 2-6 p.m.; advanced gymnastics, 3:15-4:15 p.m.; Moms, Pops, Tots play group, 10-11 a.m.; Tae Bo Aerobics, 7-8 p.m., 11 and older.

■ **Friday:** Open recreation, gym, snack bar, 2-6 p.m.; A Night Out, 6:30-11 p.m., ages 13-18, members free, non-members, \$2.

■ **Saturday:** Open recreation, snack bar and gym, noon - 5 p.m.

■ **Sunday:** Closed

■ **Monday:** Open gym and recreation, 2-7 p.m.; snack bar, 2-6 p.m.

■ **Tuesday:** Open recreation, 2-7 p.m.; open gym, 4:15 - 7 p.m.; snack bar, 2 - 6 p.m.; beginning gymnastics, 3:15-4:15 p.m.; Tae Kwon Do, 6-7 p.m.

■ **Wednesday:** Open recreation, open gym, 2-7 p.m.; open snack bar, 2-6 p.m.; Couples Communication Class, 6:30-7:30 p.m. To sign up, call Family Advocacy at 643-1518.

## Family talent contest

If you have a talented family then sign up at the Community Center by Sept. 24 for a 'Family Talent Contest'. The contest will be in October at the Community Center. For more information, call Kay Esposito at 643-5977.

# Nameless fears ...

## Coping with anxiety

Anxiety is a vague sense of fear or tension about something that may or may not happen.

Often, we are unable to name what it is that's causing our tensions.

Fortunately, by understanding what anxiety is, how to identify your real concerns, and where to get help, you can learn to "let go" of anxiety.

### Recognize Anxiety

Anxiety is common when we experience conflicting demands.

For example, Bob was exhausted when he got home after working 10-hour days, but his wife Jan wanted him to spend more time with the children. He began to feel anxious.

Some people only feel anxious around certain situations. Others have "performance anxiety" when they think they need to live up to others' expectations, as in a job or relationship. Unresolved stress can also lead to feelings of generalized anxiety.

Stomachache, headache, irritability, and muscle twitches can all be signs of anxiety. Usually, you'll feel tense without knowing why. If you



## Head check

For your mind, body and soul

**Capt. Frank D. Weber**  
Chief, Mental Health Element

close your eyes and try to calm your mind, you will probably notice a stream of worried thoughts.

### Confront Anxiety

There are many ways to confront anxiety. You can begin by trying to identify what is causing it.

For example, your present anxiety might be caused by expectations family members had of you in the past. Writing down your fears or talking to a trusted friend can also help you identify why you're anxious.

Then, try "listening" to the thoughts in your mind. They may be extreme "what if?" questions, such as "What if he never gets promoted?" "What if the plane crashes?"

Learning to hear these statements can help you gain a more realistic perspective. When you feel yourself becoming anxious, take several deep,

slow breaths to help you relax.

Then, imagine what would be the worst that might happen.

See in your mind each person and emotion in your imagined scene. In most cases, while the scene might be unpleasant, you would live through it.

This can help you become more realistic about your fear. You can also try imagining that the thing you fear is happening to someone else.

What could you tell them that would put them more at ease? Write it down and read it yourself. Counseling by a trained professional can also help you identify and alleviate your anxiety.

### Identify and Let Go

Once you identify your anxieties, you may realize that there are steps you can take to relieve your fears. You might also recognize that the situations you're worried about are beyond your control.

If so, stepping back and learning to accept what you can't change can greatly relieve anxious feelings. Letting go of anxiety can take time, but the freedom and relief you'll feel are well worth the effort.

# Workplace Violence Isn't Just "Going Postal"



By Debra Ward

Organizational Development  
Consultant

Workplace violence isn't just "going postal." In fact, workplace homicide is very rare in organizations, particularly those that do not deal directly with the public.

The "workplace bully" is the most common offender. Workplace bullies intimidate, harass and threaten coworkers. This kind of verbal abuse is much more common than physical assault.

Most violent individuals will use verbal abuse readily and will only resort to physical violence if the provocation is major in their eyes.

In general workplace violence is violent or aggressive acts against a person at work or on duty. This occurs when people act or talk in

ways that give reasonable cause for people to believe their safety is at risk. Workplace violence creates a hostile work environment that stifles creativity and effectiveness. For these reasons it simply cannot be ignored or tolerated.

This is a year of major transition for the people at McClellan. Some will be moving to other duty locations, some are leaving for other jobs in the community, some are retiring, and some will be involuntarily separated in September.

What does all this mean? Many of your coworkers will be dealing with additional stress, both personally and professionally. Sometimes stress is inappropriately expressed through increased irritability, interpersonal conflicts, and/or workplace violence.

So what can you do? If we all work together, we can minimize the risk of workplace violence. You can help by being a supportive coworker and reporting workplace violence in your area.

Remember that you are in transition also. Take care of yourself. Engage in fun and healthy activities. Manage your stress and your anger. If you are having difficulties, there is assistance available.

Engage your coworkers in discussion about their plans. Be a

good listener. Don't worry if someone has a bad day. But if problems persist, it is time to talk to someone about your concerns. Early intervention is the best strategy for prevention.

Pay attention to the impact you have on other people. What may seem like a friendly argument to you, may be perceived as threatening by another. If someone tells you that you are offending or frightening them, take action to curb your behavior.

Obtain more information about workplace violence. Visit the Organizational Health Center web site [www-int.mcclellan.af.mil/CCX/wpv.htm](http://www-int.mcclellan.af.mil/CCX/wpv.htm) for information on how to report workplace violence and how to defuse anger and hostility.

Refer people you are concerned about to McClellan helping agencies. Some problems get progressively worse if left untreated. If this is done in a spirit of concern, people will have no reason to be offended.

Talk to a trusted supervisor or call the OHC, 3-5374, with your concerns. You are not alone! Whether you are a concerned coworker or a workplace bully, there are resources on base that can be of assistance.

*If there is an immediate threat, call 911.*



# NCOA, base supports national telethon



Master Sgt. George Nichols and Staff Sgt. Bill Brokop, 77th Communications Squadron prepare for the Jerry Lewis Muscular Dystrophy Labor Day Telethon.

**By Chief Master Sgt. James N. Sullivan**  
Chapter Chairman

More than 70 members of the McClellan community participated in the Jerry Lewis Muscular Dystrophy Labor Day Telethon over the Labor Day weekend for the eighth consecutive year. The local segment of the telethon took place at the Railroad Museum in Old Sacramento. The McClellan chapter of the Noncommissioned Officers Association organized the volunteer effort, their largest single volunteer effort to date.

The volunteer effort began early Sept. 5 with the set-up crew arriving at 7 a.m. Master Sgt. Gary Chase from the 77th Communications Squadron led the team by clearing out a large portion of the museum in order to make room for the live production stage, accounting area and a VIP lounge. The group unloaded several trucks as they arrived with all the necessary props and equipment required to convert the museum into a production studio. Their greatest challenge was to determine how to level out the floor over the rail-

road ties to ensure the movie cameras had a smooth, rolling surface. Once that was completed, the team laid carpet, assembled a 23-station phone bank, suspended the electronic tote board and assisted the lighting crew with installing 18-foot light towers. By 8 p.m., the entire area was ready to begin live production the next morning.

Again, beginning at 7 a.m., Labor Day another group of volunteers was ready to assist. Labor Day's activities included answering the phones, maintaining crowd control, operating the registration booth, providing escorts to all the VIPs and special guests, emptying trash and whatever other tasks came up as the day progressed.

During one live broadcast segment, Chief Master Sgt. Jim Sullivan from the CL Directorate, presented a check for more than \$3,600 to emcee Nick Tomey of Channel 31 UPN. This was the money raised by NCOA members and McClellan volunteers during a bowl-a-thon held earlier in the year. Technical Sgt. Dennis Zimmerman from the 77th Communications Squadron was also interviewed during one segment. Zimmerman was responsible for organizing the volunteers to man the telephone panel. For several hours in the afternoon session, the McClellan group maintained the phones on all 23 positions. At the end of the

telethon, the volunteers tore down the production area and reverted the Railroad Museum to its original configuration. Everything was back to normal by 7:30 p.m. The Railroad Museum and MDA staffs both lauded the efforts of the volunteer group for the professionalism, courtesy and 'get-the-job-done' attitudes.

In addition, during the entire two-day event, the group was responsible for providing security from 7 a.m. until 7 p.m. The security team, led by Staff Sgt. Robert Agard from the 77th Security Forces Squadron, maintained security throughout the area. They were tasked with securing two of the museum's most prestigious locomotives that were moved outdoors for this event.

Overall, the local segment of the telethon raised in excess of \$325,000. These funds will be used in the northern California area to help fight and find a cure for the more than 40 neuromuscular diseases monitored by the Muscular Dystrophy Association.

The Noncommissioned Officers Association would like to express their sincere appreciation to all 70 plus volunteers who shared their holiday weekend with us. A special thanks also goes out to those individuals who made monetary pledges during the telethon.



U.S. Air Force photos by Staff Sgt. Pamela Joe  
Senior Master Sgt. Wesley Wheeler, 77th Support Group, answers phones and takes pledges during the 1999 Jerry Lewis Muscular Dystrophy Labor Day Telethon.

## Web-based system offers one-stop shopping

**By Carolyn Watkins**  
Air Force Departmental Publishing  
Office

**ANACOSTIA NAVAL AIR STATION, D.C. (AFPN)** — In October, the Air Force will start its Web-based Electronic Transaction System, offering one-stop shopping for publications and forms.

The ETS Web site will allow customers to obtain electronic publications or forms and order physical products such as printed media and CDs, eliminating the need to go to the publishing distribution office. Customers will also be able to send requests for volume printing of an electronic product to a Defense Automated Printing Service office using ETS.

Customers will have three options to obtain physical products. The first allows users to request copies of unclassified products. Initially, new ETS users must provide specific in-

formation about their organizations so the system will remember them the next time they visit, to expedite product receipt.

The second method enables users to access classified, controlled and accountable publications and forms. To do so, a unit account representative must first be identified.

The UAR must apply for a special account number by completing an Air Force Form 1846, Request for and Record of Organizational Accounts, dated July 1999. The form must be approved by an organizational commander; verified by the base, wing, major command, direct reporting unit or field operating agency publishing manager; and then forwarded to the Air Force Publishing Distribution Center for processing.

Once the form is received by the AFPDC staff, an account number and password will be assigned to the UAR.

The information provided on an approved AF Form 1846, along with the office of primary responsibility's guidance on who can obtain copies of the requested documents, determines if the products requested can be issued.

If the OPR has not approved release of the publication or form to the person requesting it, ETS will deny the request and display a notice to that effect.

Finally, users place themselves on a distribution list to automatically receive any changes to a physical publication. The AF Form 1846 will enable customers to identify those requirements ahead of time. When publication changes are made, ETS will prompt the distribution center to automatically send those users revised products.

There are three physical distribution centers supporting this operation: the Air Force Publications Distribution Center in Middle River, Md.; a

theater distribution center at Hickam Air Force Base, Hawaii (Pacific Air Forces) and a TDC at Ramstein Air Base, Germany (U.S. Air Forces in Europe).

While the AFPDC will stock and distribute Air Force departmental and MAJCOM, DRU and FOA products for users within the continental United States, TDCs outside the continental U.S. will store and distribute products unique to their theaters and service users. If the publication or form required is at base level, ETS will provide information on who to contact.

ETS will be ready to receive orders Oct. 1, from the Air Force Departmental Publishing Office's current Web site, at <http://afpubs.hq.af.mil/>.

For more information on ETS or on getting physical products, contact the ETS Service Desk at DSN 754-2438, or by e-mail to [ets@pentagon.af.mil](mailto:ets@pentagon.af.mil).